

Summary of Benefits For Court Employees

- **Retirement – Public Employees' Retirement System of Nevada**

Douglas County contributes 23.75% of an eligible Regular Member's salary for retirement. Douglas County contributes 37% of an eligible Police and Fire Member's salary for retirement.

Deferred Compensation Plans – Employees can also participate in the Hartford 457 or ING Retirement Plans, which is funded by the employee.

- **Cafeteria Health Coverage Plan** – 1 calendar month waiting period for insurance coverage.

The County offers a "Cafeteria" health plan, which allows employees to pick and choose the best health plan for them and their family. The County offers a PPO health plan, HMO health plan, a Health Savings Plan (all plans have a core and enhanced option), prescription plans, dental plans, vision, three life insurance opportunities, cancer insurance, and disability insurance. The County currently contributes \$515.00 per month for employee only coverage, \$826.31 per month for dependent coverage, \$858.74 for family coverage and \$350.00 for employee who waive medical coverage.

- **Vacation Leave**

County employees scheduled to work 40 hours per week accrue 11 days of annual (vacation) leave per year. Employees scheduled to work 20 hours or more per week accrue annual (vacation) leave vacation at a prorated amount depending the number of hours worked. Employees earn additional annual leave hours at 5, 10, 15, and 20 years of service up to a maximum of 240 hours (30 days) per year.

- **Sick Leave**

County employees scheduled to work 40 hours per week accrue 11 days of sick leave per year up to a maximum of 720 hours. Employees scheduled to work less than 40 hours per week but more than 20 hours per week accrue sick leave at a prorated amount depending the number of hours worked.

Employees with ten (10) years of service shall be compensated at the rate of forty percent (40%) of the normal hourly rate for up to 720 hours of accrued sick leave upon termination from employment of the County. An additional 1% of compensation shall be paid upon termination of employment for each year of service over ten (10) years to a maximum of fifty percent (50%).

- **Administrative Leave**

Exempt employees receive five (5) days of Administrative Leave to be used during each calendar year. Depending on their classification, some non-management Court employees receive three (3) days of Administrative Leave to be used during each calendar year. Administrative Leave is granted on January 1st of each year. All unused Administrative Leave as of December 31st of each year is forfeited.

- **Holidays**

County employees enjoy 11 paid holidays per calendar year including New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Independence Day, Labor Day, Nevada Day, Veteran's Day, Thanksgiving Day, Family Day (Friday after Thanksgiving), and Christmas Day.

- **Tuition Reimbursement**

Douglas County values its employees and empowers all employees to enhance their skills by taking job related college courses as well as participating in job related workshops and seminars. To that end, the County has a generous Tuition Reimbursement policy for job related accredited courses.

- **Compensation**

Douglas County's compensation system is based on Pay for Performance wherein employees are eligible for annual performance evaluations, which can result in merit increases that range from 0 – 6%. Additionally, eligible employees can be recognized for outstanding performance, above and beyond the call of duty, and receive additional compensation through the Recognition of Excellence Program.